

SOCIAL JUSTICE

WHAT THEY MEAN IS...

Group entitlements

WHICH IS...

- The reframing of particular political demands as universal moral imperatives
- A denial of just rewards to individuals who follow the law

CRITICAL RACE THEORY

WHAT THEY MEAN IS...

Belief that people of European descent make society racist for their own benefit

WHICH IS...

- The view that racism is baked into the system and inescapable
- The view that racism is present even if no one is racist
- The view that all disparities in group outcomes are due to racist systems

DIVERSITY

WHAT THEY MEAN IS...

An identity-based approach to society; includes only those who agree with Social Justice

WHICH IS...

- A violation of individual identity; enforced intellectual conformity
- Political quotas; an attack on merit and a form of soft bigotry

EQUITY

WHAT THEY MEAN IS...

Equality of outcomes plus reparations

WHICH IS...

- A violation of equality before the law
- A dismantling of the foundations of a free society
- State management of society by redistributing resources, opportunity, and access

INCLUSION

WHAT THEY MEAN IS...

BIPOC FOLX

WHAT THEY MEAN IS...

Non-European people

WHICH IS...

- Used for neo-racist policies (racism reborn as "progressive") and stereotypes

IMPLICIT BIAS

WHAT THEY MEAN IS...

Unconscious bigotry as a result of socialization by oppressive systems

WHICH IS...

- Shown not to be significant on behavior above age 12
- Mind-reading that always finds what it seeks

DECOLONIZATION

WHAT THEY MEAN IS...

Removing European influence

WHICH IS...

- An attempt to delegitimize the U.S. as a "colonial project"
- Replacing universal equality with illiberal non-European "traditions"

RACIAL JUSTICE

WHAT THEY MEAN IS...

Racial favoritism

WHICH IS...

- Using anti-discrimination laws for unrelated political purposes
- A violation of equality before the law
- Neo-racist (racism reborn as "progressive"); group stereotyping

CULTURAL COMPETENCE OR RELEVANCE

WHAT THEY MEAN IS...

Catering to stereotypes associated with identity groups

WHICH IS...

- A blank check to tell people that they are not sufficiently "culturally aware" and must modify their behavior
- Indoctrination in Critical Race Theory; neo-racism
- An ineffective method with no scientific evidence

DISCRIMINATION

WHAT THEY MEAN IS...

Judgement based on experience, facts, predictions, and preferences

WHICH IS...

- Claimed to be inexcusable when exercised

ENVIRONMENTAL JUSTICE

WHAT THEY MEAN IS...

Environmental issues are race issues

WHICH IS...

- Using environmental protection for unrelated political purposes
- An ineffective and inefficient way to protect the environment

WHITE PRIVILEGE / SUPREMACY

WHAT THEY MEAN IS...

European moral culpability

WHICH IS...

- Racist scapegoating, especially against economically disadvantaged Europeans
- Neo-racist (racism reborn as "progressive"); group stereotyping

SYSTEMIC RACISM

WHAT THEY MEAN IS...

Differences in outcome are always due to systemic biases

WHICH IS...

- An attribution of group differences to vague "systems" imposed by others
- An attempt to "dismantle" freedoms and to forcibly redistribute public and private goods

MICRO-AGGRESSION

WHAT THEY MEAN IS...

Small slights perceived as bigotry

WHICH IS...

- Weaponizing the taking of offense to control others
- Putting perceived impact above actual intentions
- Claiming that normal, everyday interactions are bigotry

HATE SPEECH

WHAT THEY MEAN IS...

An expression of opinion that the accuser finds objectionable

WHICH IS...

- Usually constitutionally protected speech
- Usually a reflection of political differences rather than an expression of hatred
- A way to restrict the speech of others by claiming it poses a danger

ACCOUNTABILITY

WHAT THEY MEAN IS...

Using institutional and social power